

different kinds of alternative plan adjustments. The intent of the amendment really focuses upon what is the crucial...the crucial difference in philosophy between what the proponents of the bill would like to do and what traditional analysis tells us has some legitimacy, that is, the supply and demand setting of pay for different job categories. Now, obviously, if you look at the worth of something alone, the worth of something to an individual, that is not always the same as the worth of something to society or societal needs. If, for example, you compared air and diamonds, I think we would all agree that worthwhile air certainly has a lot more value to us, intrinsic value to us, than diamonds and yet air is free and diamonds most of us can't afford. But to put the example or the problem more in terms of jobs themselves and people, you and I both know, for example, that computer programmers are a hot item right now. Our societal technology or technology in that particular area has expanded dramatically. Our need for computer programmers at different levels including low level computer programmers has expanded dramatically in the last few years. Because the education process and because the young people interested in those particular areas are not there in large enough numbers yet, the cost of hiring a computer programmer because of supply and demand factors is probably somewhat exorbitant right now but, nonetheless, if state government wants to get a good computer programmer, they are going to have to pay what the market rate demands. Now if you say strictly, if you look strictly at comparability, it perhaps might be that a low level computer programmer would obtain the same number of points, that is, would have the same degree of difficulty, same degree of responsibility as perhaps a high level secretary. But if you don't look at the market, at the legitimate factors in the market, the situation that you get yourself into goes something like this. Computer programmer, secretary have the same comparable worth. Consequently under the law as was explained earlier, under the civil rights law and under a strict comparability theory, you would then raise the secretary to the level of the computer programmer so that your secretaries were extremely high paid compared to the market. Now let's say in that condition that your need for computer programmers is further exacerbated by the same